

Fig. 1

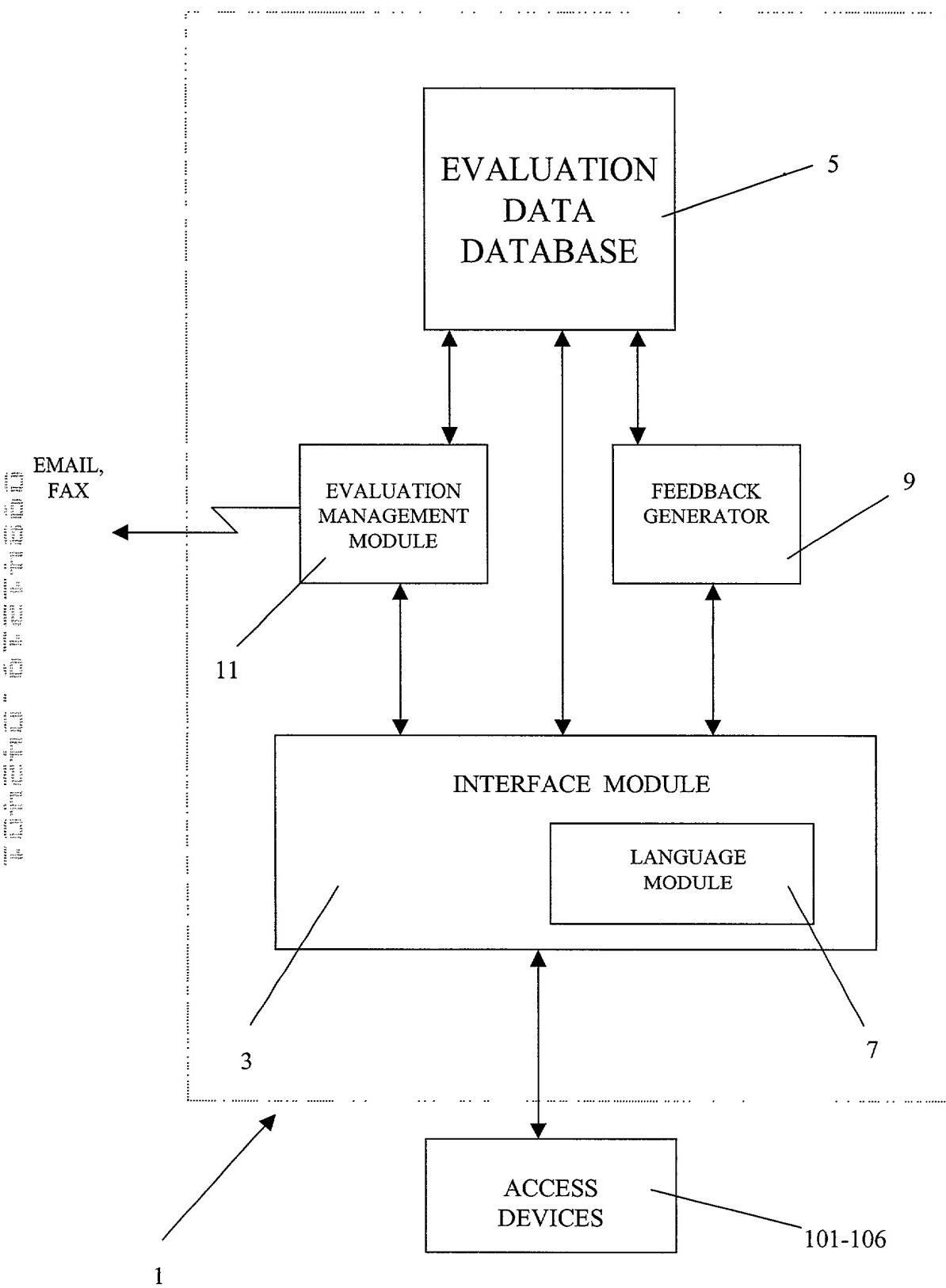


FIG. 2

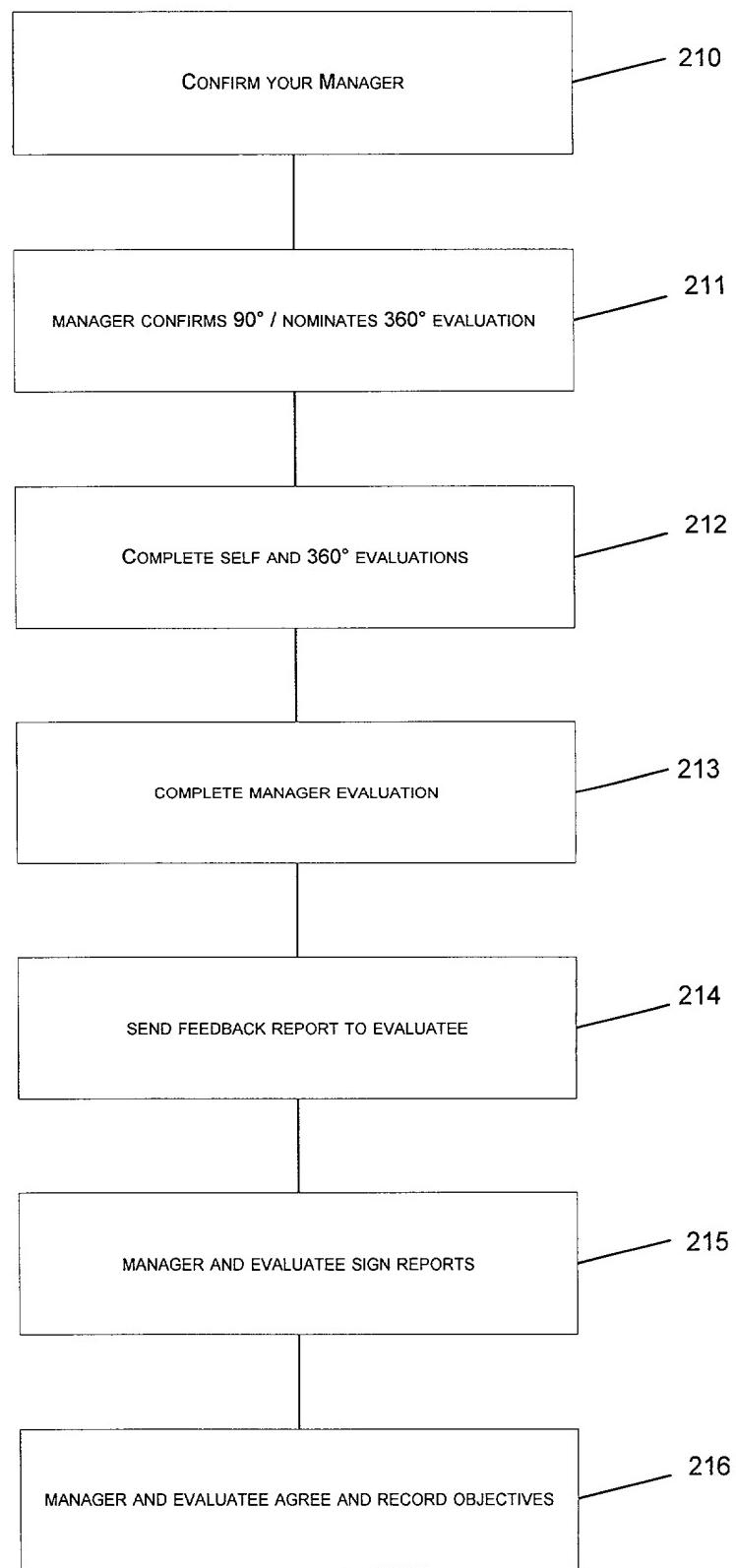


Fig.3

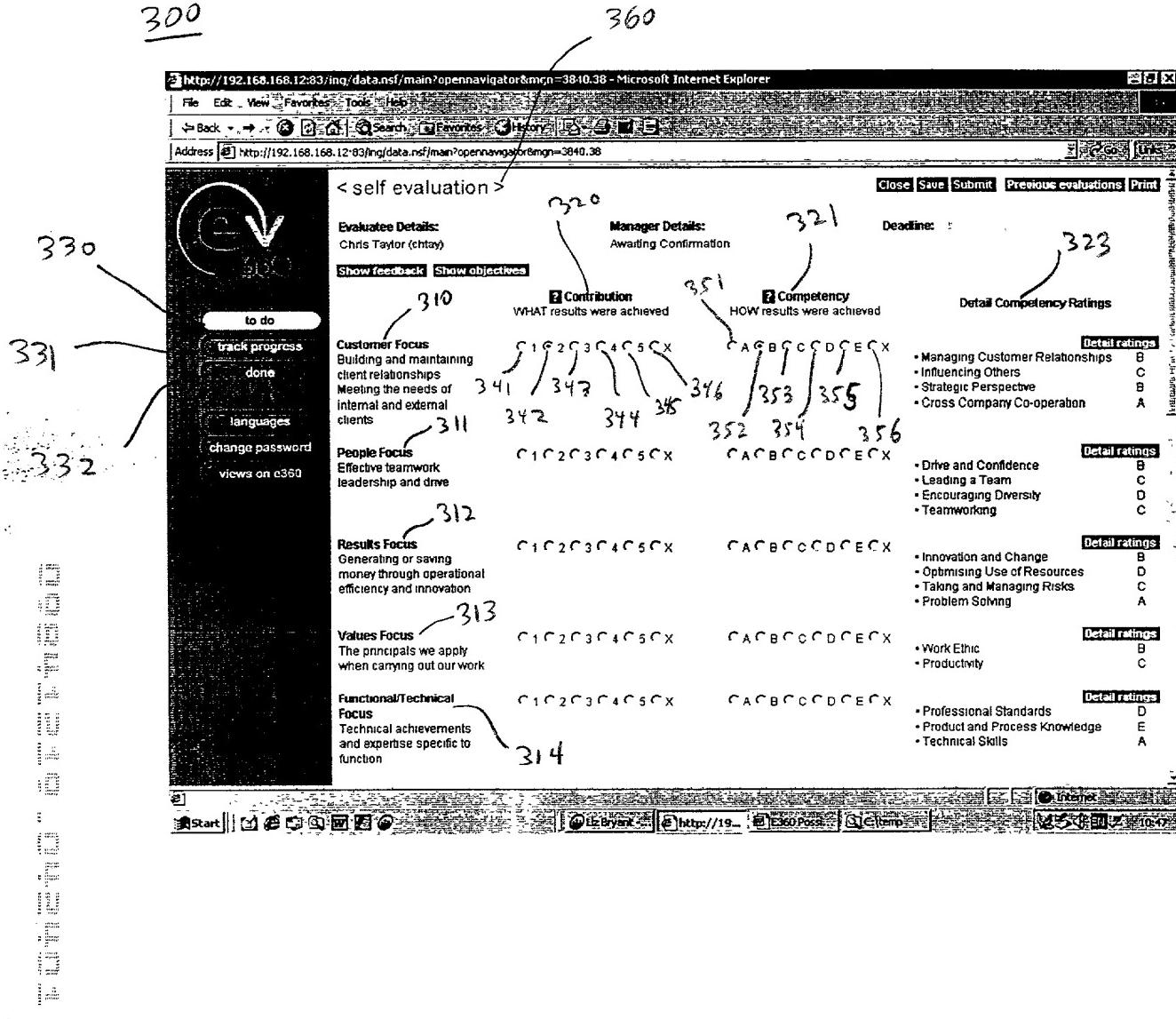


FIG. 4

301

http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default

< manager evaluation >

Evaluatee Details: Elizabeth Bryant (810028099) Manager Details: Joseph Pugh (810034008) Deadline: 25/11/2001

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Customer Focus: Building and maintaining client relationships Meeting the needs of internal and external clients

Evee Elizabeth Bryant 341 343 345 342 344 346 2 1 2 3

Evee 1 Angie Brett 1
Evee 2 Denise Reed 2
Evee 3 Simon Brown 3

People Focus: Effective teamwork leadership and drive

Evee Elizabeth Bryant 2 1 2 3 4 5 C X C 1 C 2 C 3 C 4 C 5 C X C A G B C C D C E C X

Evee 1 Angie Brett 1 2 3 4 5 C X C 1 C 2 C 3 C 4 C 5 C X C A G B C C D C E C X

Results Focus: Generating or saving money through operational efficiency and innovation

Evee Elizabeth Bryant 2 1 2 3 4 5 C X C 1 C 2 C 3 C 4 C 5 C X C A G B C C D C E C X

Detail competency ratings

- Managing Customer Relationships B
- Influencing Others B
- Strategic Perspective B
- Cross Company Co-operation B

Ratings made by evaluators

Detail ratings

- Drive and Confidence B
- Leading a Team B
- Encouraging Diversity B
- Teamworking B

Ratings made by evaluators

Detail ratings

- Innovation and Change B
- Optimising Use of Resources B
- Taking and Managing Risks B
- Problem Solving B

Ratings made by evaluators

Internet

Start | Back | Forward | Stop | Home | Favorites | History | Search | Links | Go | Close | Save | Submit | Hide 90°/360° | Print

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332

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341 343 345 342 344 346 351 353 352 354 355

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700

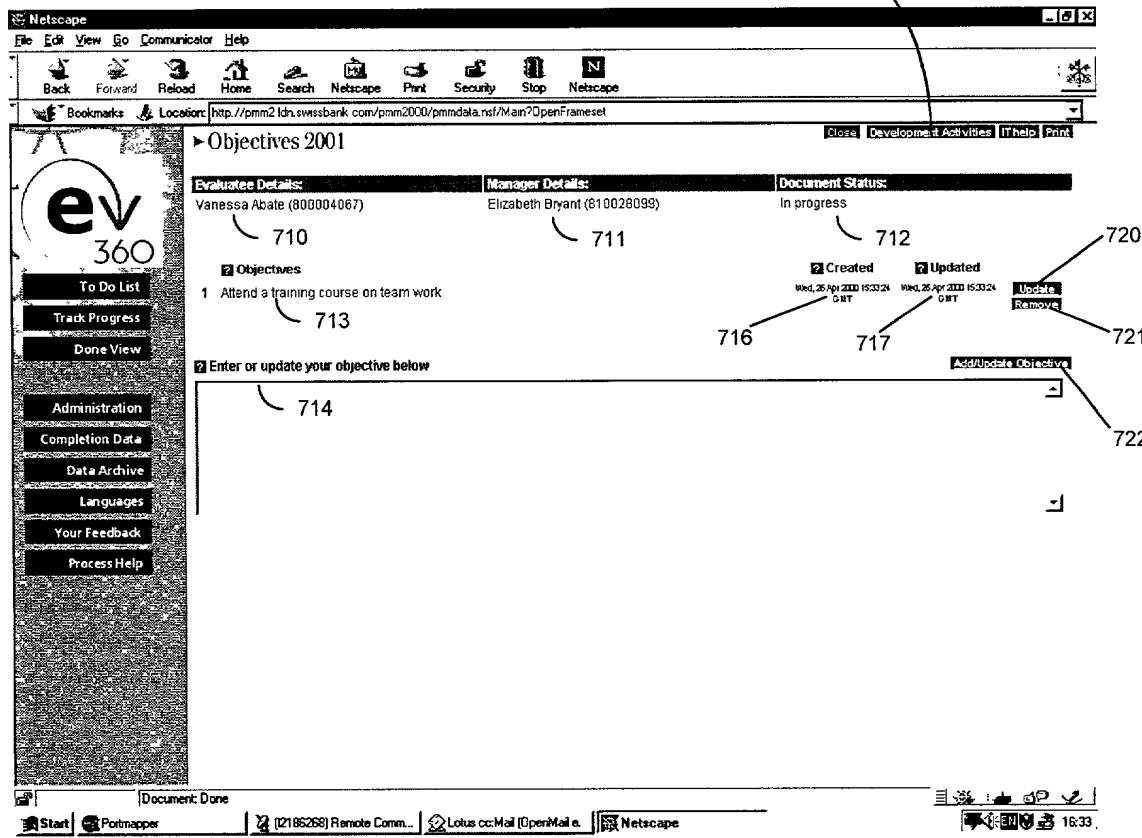


Fig. 6

400

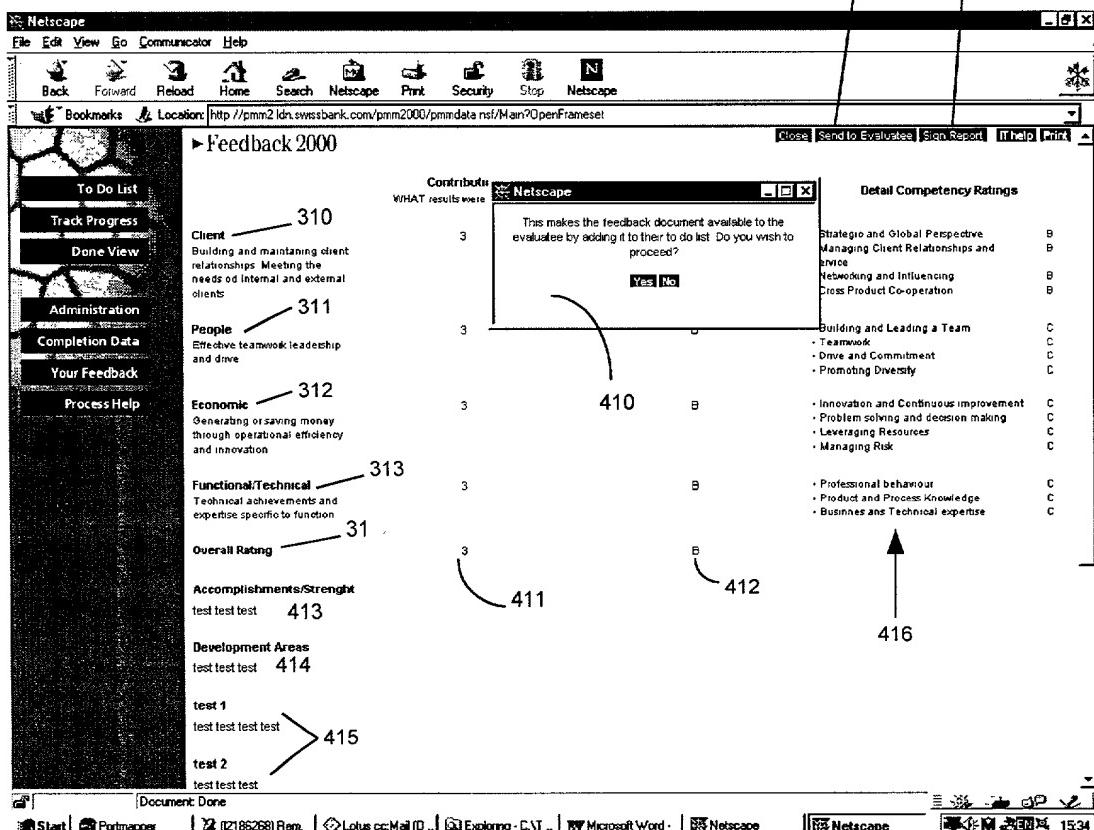


Fig. 7

800

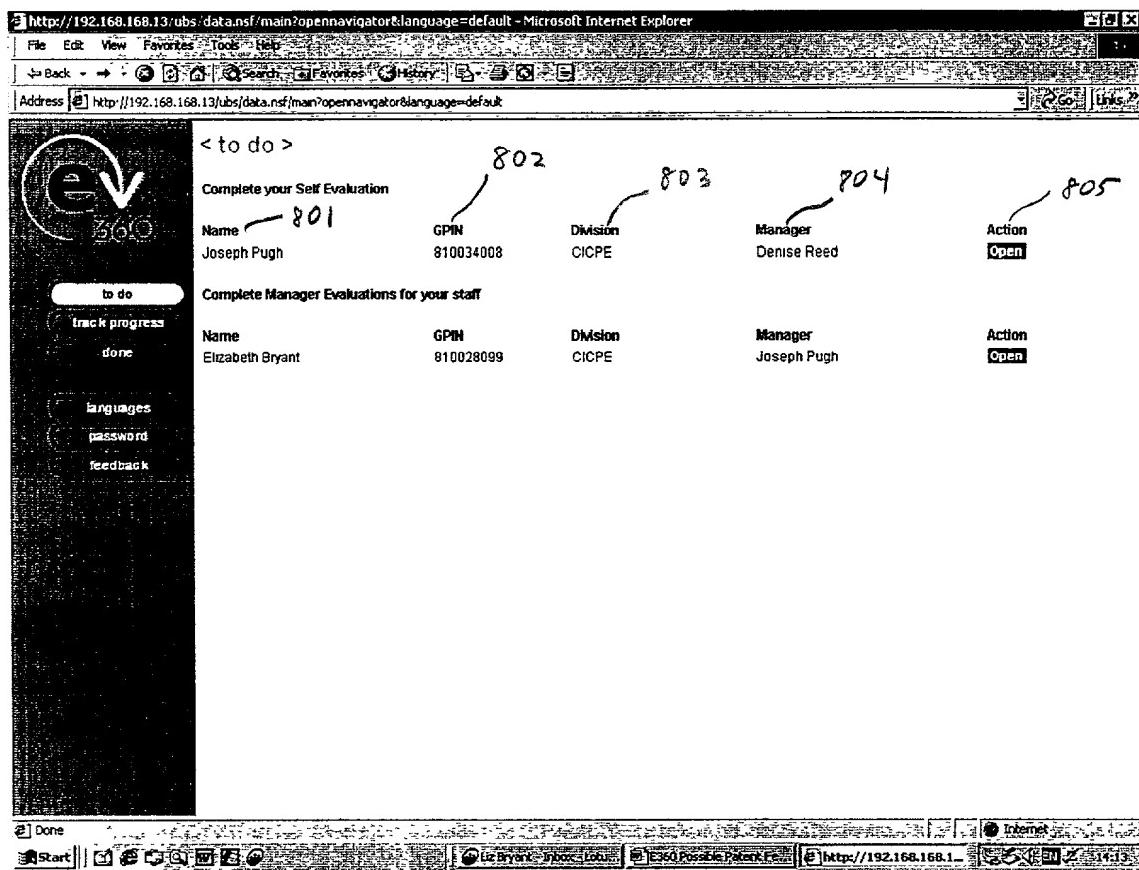


FIG. 8

900

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File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History

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Re-submit Close Print

< track progress >

Evaluate Details: 901
Elizabeth Bryant (810028099)

Manager Details: 902
Joseph Pugh (810034008)

Deadline: 903
20/10/2001

Add additional manager Change to 380th evaluation

Evaluator name	GPIN	Division	Relationship	Evaluation status
1 Joseph Pugh	810034008	CICPE	Manager	Incomplete
2 Elizabeth Bryant	810028099	CICPE	Self	Incomplete
3 Angie Brett	810031029	CICPE	Additional Manager	Incomplete

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track progress
done

languages
password
feedback

904 905 906 907 908 909 910 911

Done Internet
Start

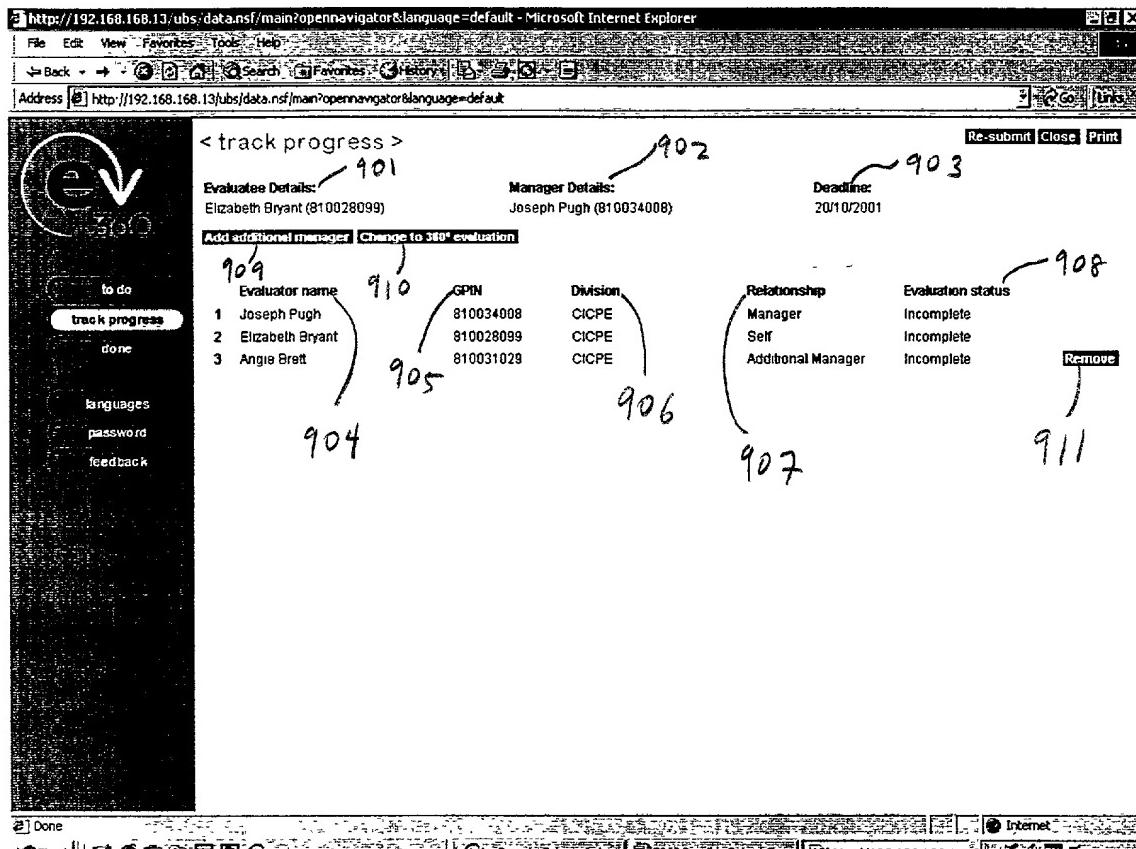


FIG. 9

1000

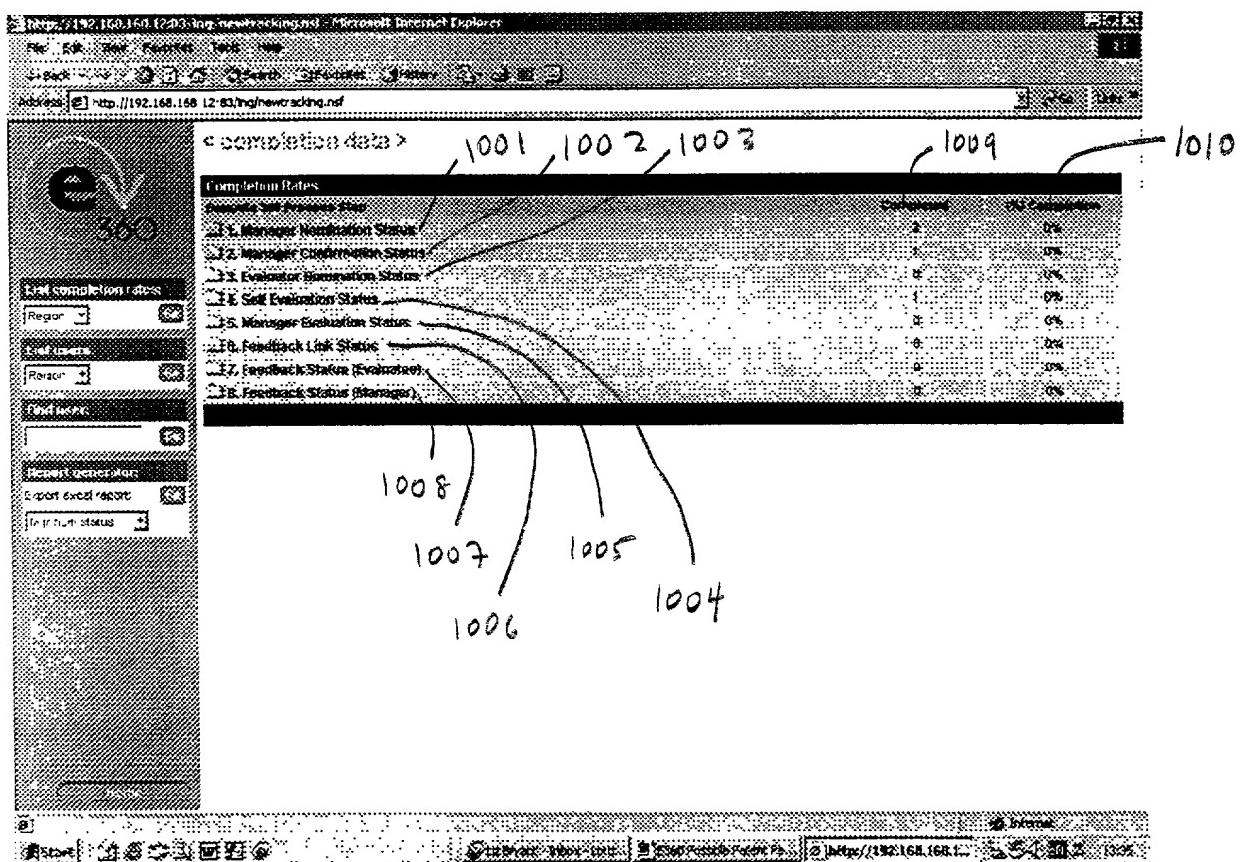


FIG. 10

1101

Evaluatee Details:
Claire Weller (810027129)

Manager Details:
John Davies (810030647)

Deadline:
25/11/2001

Previous evaluations **Objectives**

310

Customer Focus
Building and maintaining client relationships.
Meeting the needs of internal and external clients

Contribution
WHAT results were achieved

C1 C2 C3 C4 C5 Cx

Competency
HOW results were achieved

C A C B C C C D C E C X

Detail Competency Ra

- Managing Customer Relation
- Influencing Others
- Strategic Perspective
- Cross Company Co-operation

People Focus
Effective teamwork leadership and drive

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C X

- Drive and Confidence
- Leading a Team
- Encouraging Diversity
- Teamworking

Results Focus
Generating or saving money through operational efficiency and innovation

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C X

- Innovation and Change
- Optimising Use of Resources
- Taking and Managing Risks
- Problem Solving

Functional/Technical Focus
Technical achievements and expertise specific to function

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C X

- Professional Standards
- Product and Process Knowledge
- Technical Skills

Overall rating

413

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C X

Accomplishments/Strengths

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos países y culturas.

Da una respuesta muy rápida a las preguntas del cliente.

Toma en consideración las opiniones de los demás.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414

Development Areas

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en sí para sugerir sus ideas propias. Necesita entrenamiento en la presentación de ideas.

FIG. 11a

< evaluación del gerente >

Cerrar **Guardar** **Presentar****Detalles del evaluado:**

Claire Weller (810027129)

Detalles del gerente:

John Davies (810030647)

Fecha de entrega:

25/11/2001

Evaluaciones pasadas **Objetivos**

310'

	<input checked="" type="checkbox"/> Contribución QUE resultados estaban alcanzados	<input checked="" type="checkbox"/> Competencia COMO se alcanzó a los resultados	Valoraciones de competencia
--	---------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------	-----------------------------

Enfoque en los clientes

Construir y mantener relaciones con clientes. Responder a las necesidades de clientes internales y externales.

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C x

Valoraciones

- Administrar relaciones con cli
- Influir los demás
- Perspectiva estratégica
- Cooperación dentro de la em

Enfoque humano

Trabajo de equipo, liderazgo y empuje efectivo.

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C x

Valoraciones

- Empuje y confianza.
- Dirigencia de un equipo.
- Apoyar la diversidad
- Trabajar en equipos.

Enfoque en los resultados

Generar o ahorrar dinero por operaciones eficaces y innovadoras

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C x

Valoraciones

- Innovación y cambio
- Optimizar el empleo de recursos
- Tomar y administrar riesgos
- Resolución de problemas

**Enfoque funcional/
técnico**

Lógos técnicos y especialización específico a la función

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C x

Valoraciones

- Normas profesionales
- Conocimiento del producto y proceso
- Capacidades técnicas

Valoración global

C1 C2 C3 C4 C5 Cx

C A C B C C C D C E C x

Logros/Fuerzas

413'

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos países y culturas.

Da una respuesta muy rápida a las preguntas del cliente

Toma en consideración las opiniones de los demás.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

Terreno de desarrollo

414'

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en sí para sugerir sus ideas propias. Necesita entrenamiento en la presentación de ideas.

FIG. 11b

1200

e360

< vendor evaluation >

1208		1209		1207			
Vendor Details: BDE Technology (2006)	VRM Details: Claire Reed (20001)	Deadline: 30/03/2001		Close	Save	Submit	Print
Product Specifications		Service Level Agreements					
<input checked="" type="checkbox"/> Importance Value of this performance area		<input checked="" type="checkbox"/> Performance What results were achieved		Detail Performance Ratings			
Commercial Considerations Please complete detail ratings for this criteria		<input checked="" type="radio"/> C1 <input checked="" type="radio"/> C2 <input checked="" type="radio"/> C3 <input checked="" type="radio"/> C X		<input checked="" type="radio"/> C Excellent <input checked="" type="radio"/> C Satisfactory <input checked="" type="radio"/> C Poor <input checked="" type="radio"/> C Unsatisfactory <input checked="" type="radio"/> C X		Detail Ratings <ul style="list-style-type: none"> Competitive Pricing Fair Contractual Conditions 	
Support and After Sales Please complete detail ratings for this criteria		<input checked="" type="radio"/> C1 <input checked="" type="radio"/> C2 <input checked="" type="radio"/> C3 <input checked="" type="radio"/> C X		<input checked="" type="radio"/> C Excellent <input checked="" type="radio"/> C Satisfactory <input checked="" type="radio"/> C Poor <input checked="" type="radio"/> C Unsatisfactory <input checked="" type="radio"/> C X		Detail Ratings <ul style="list-style-type: none"> Geographical Coverage Timeliness of Support 	
Functionality and Performance Please complete detail ratings for this criteria		<input checked="" type="radio"/> C1 <input checked="" type="radio"/> C2 <input checked="" type="radio"/> C3 <input checked="" type="radio"/> C X		<input checked="" type="radio"/> C Excellent <input checked="" type="radio"/> C Satisfactory <input checked="" type="radio"/> C Poor <input checked="" type="radio"/> C Unsatisfactory <input checked="" type="radio"/> C X		Detail Ratings	
Technical Please complete detail ratings for this criteria		<input checked="" type="radio"/> C1 <input checked="" type="radio"/> C2 <input checked="" type="radio"/> C3 <input checked="" type="radio"/> C X		<input checked="" type="radio"/> C Excellent <input checked="" type="radio"/> C Satisfactory <input checked="" type="radio"/> C Poor <input checked="" type="radio"/> C Unsatisfactory <input checked="" type="radio"/> C X		Detail Ratings	
Overall rating		<input checked="" type="radio"/> C1 <input checked="" type="radio"/> C2 <input checked="" type="radio"/> C3 <input checked="" type="radio"/> C X		<input checked="" type="radio"/> C Excellent <input checked="" type="radio"/> C Satisfactory <input checked="" type="radio"/> C Poor <input checked="" type="radio"/> C Unsatisfactory <input checked="" type="radio"/> C X			
Action Plan <div style="border: 1px solid black; height: 100px; width: 100%;"></div>							
Future Strategy <div style="border: 1px solid black; height: 100px; width: 100%;"></div>							

FIG. 12

1300

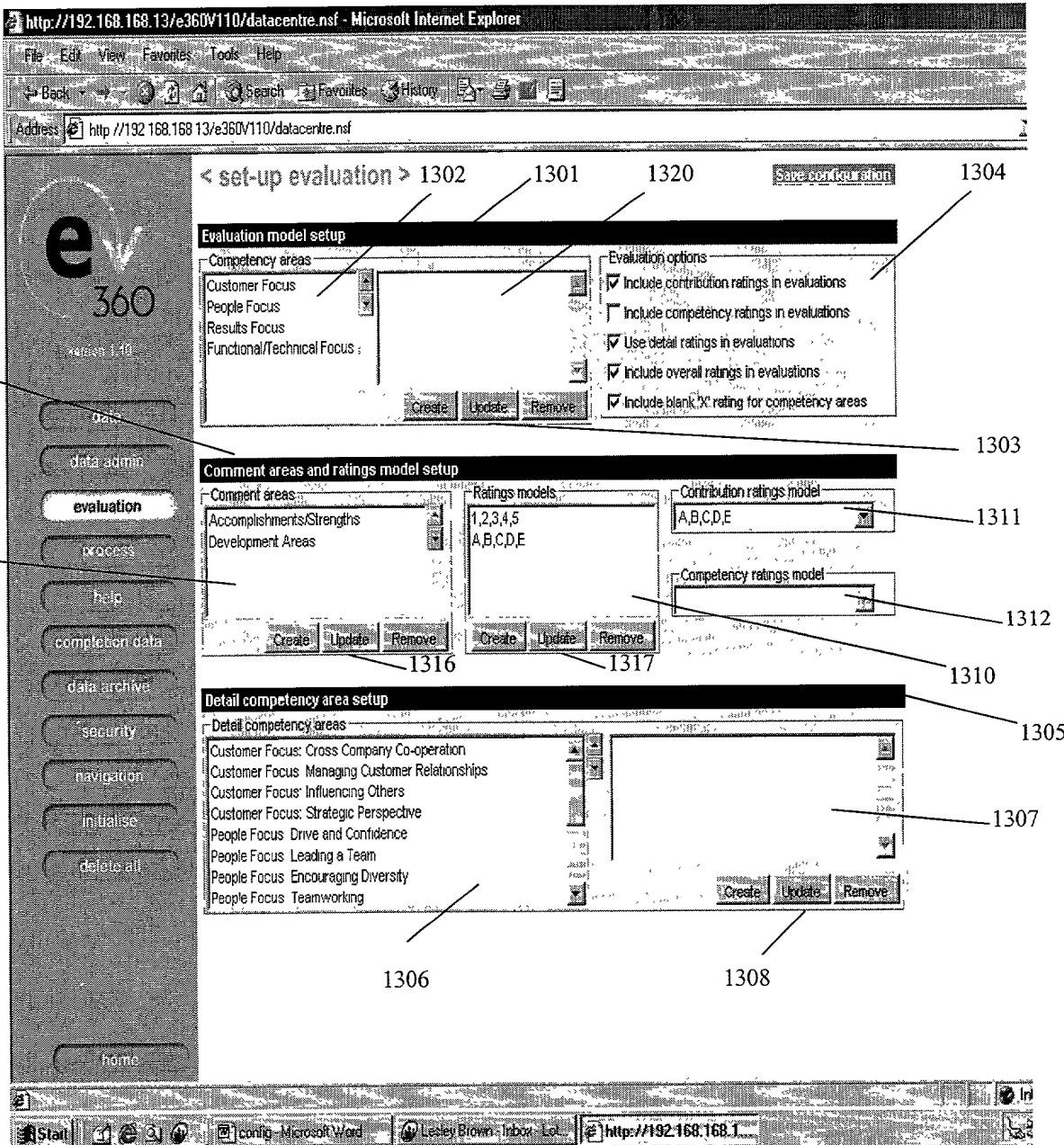


FIG. 13